

GOVERNOR'S COUNCIL ON WORKFORCE INVESTMENT

THURSDAY, JANUARY 19, 2012

3:00 p.m. – 5:00 p.m.

GEF 1, ROOM F105
201 E. WASHINGTON AVE
Madison, Wisconsin

HEALTH CARE SECTOR SUBCOMMITTEE MEETING AGENDA

- I. Call to Order
- II. Welcome and Introductions
- III. Approval of Minutes from November 17, 2010 – **ACTION**
- IV. What is the Role of the Department of Public Instruction, Wisconsin Technical College System and the Four-Year and Professional Schools in Preparing the Healthcare Workforce for the 21st Century?
- V. Workforce Development Board Input (questions for CWI Health Care Sector Subcommittee attached)
- VI. Establish Future Meeting Dates
- VII. Adjourn

Meeting materials will be posted on the CWI web site at <http://www.wi-cwi.org/>. For questions about the agenda, contact Jane Pawasarat, Department of Workforce Development, Division of Employment and Training by phone at 608-267-9704 or by email at jane.pawasarat@dwd.wisconsin.gov. If you have special needs such as an interpreter or written materials in an alternative format, contact Kristy Budde at 608-266-9199 or kristy.budde@dwd.wisconsin.gov. (Text phone users may call the Wisconsin Telecommunications Relay System at 711 to request assistance.)

Attachments:

Meeting Minutes from November 17, 2010 Meeting
Questions for CWI Health Care Sector Subcommittee Meeting
Health Care Sector Subcommittee Members

Agenda Item III.

HEALTH CARE SECTOR SUBCOMMITTEE

MEETING SUMMARY

Wednesday November 17, 2010

1:00 to 3:00 p.m.

WI Department of Workforce Development

Madison, WI

Presenters: Tim Size, RWHC; Judy Warmuth, Co-Chair; Anne Rodgers-Rhyme, DWD; Beth Sullivan, Workforce Connections

Welcome, Agenda Review and Introductions

Agenda has been changed from version sent to subcommittee members prior to meeting

- Tim Size's presentation moved to second agenda item
- Action Planning and Grant Advisory Recommendations separated into two agenda items

Updates from Workgroup

Wisconsin Health Data Workforce Collaborative—Tim Size, RWHC

- The Data Collaborative sub-committee was formed to collect data in the healthcare sector.
- Funded by MCW Healthy Wisconsin for 3 years
- Goal Areas:
 1. Collection of data in area of RN (RN survey data)
 2. Public Health
 3. Facilitating HPSA designation
 4. Forecasting of RN future supply (retirement rates, hours per graduate, etc)—individualized tool to use WI data
- Still need to complete RN demand forecast
 - WI is not where we need to be in forecasting, especially in healthcare. We need to know what will happen in 10 years because this is long-term planning.
- Starting on LPN survey—will be distributed early 2011

Health Care Industry Partnerships: Update and Project Highlight

- A handout of the Industry Partnership Health Care Training grants was distributed. Rachel Witthoft, MSW Intern at DWD, described the 2 newest training grants:
 - MAWIB (2nd HC grant for this area)—140 total proposed trained
 - 40 incumbent workers trained through the Healthcare Training Fund (PCWs and Home Health Aides to become CNAs; CNAs to become LPNs)
 - 40 dislocated workers trained through the Healthcare Training Fund
 - 30 dislocated workers trained to be CNAs
 - 30 dislocated workers trained to be Community Healthcare Workers
 - North Central WDB—30 total proposed trained
 - 30 incumbent workers trained using healthcare bridge program at worksite and tech college. Includes: 4-hour Tier I of Career Pathway Model Certificate training (soft skills); 36-hour Career Exploration course; 24-hour Modified Tier II of Career Pathway Model (based on WTCS's Critical Care Skills); 3-credit Medical Terminology (can be applied towards Associate's degree), 54 hours of ABE

Western WI WDB Health Care Training project—Beth Sullivan, Workforce Connections www.workforceconnections.org in LaCrosse presented.

- Two coalitions formed in Western WI and have 2 different conveners to carry out training objectives:
 - The Long-term care Coalition was formed to address shortage of LPN and PCW. The Coalition meets bimonthly.
 - The WI Medical Health Science Consortium which includes; Western Tech College, UW-LaCrosse, Viterbo University, Gundersen Lutheran, and Franciscan Skemp. This Consortium (mostly hospitals) was formed to address the need for RNs
- Training project: the hospitals will train medical workers in basic computer skills (through Franciscan Skemp); LTC will train about 15 workers in supervisory management, gerontology certificate training (through UW-Extension); Riverfront trains adults with developmental disabilities to work in health care-related jobs (proposed 8 workers, with a job coach assigned to every 3)
- Survey of training needs led to second application for health care training grant (grant period 10/01/2010-09/30/2011). Training includes: writing for healthcare and confidentiality; leadership for supervisors and managers; gerontology certificate; medication aid (CNAs); ethics, boundaries, and abuse and neglect prevention.

Q: *What are the leveraged resources?* **A:** *Training time for workers is paid by employers (counts as work time); employers paid part of gerontology training; coordinating staff time was leveraged.*

Q: *Do LTC and Hospitals need to be separate coalitions?* **A:** *The two coalitions are starting to have similar needs, but they are still in two different places as far as needs priorities, cohesion, etc—they decided that it is better to remain separate for now.*

Q: *On a statewide-level, there have been challenges in addressing LTC worker needs. What has Western identified as needs for this group?* **A:** *Survey in LTC—coalition saw needs for supervisory training, ethics boundaries abuse & neglect, develop abuse & neglect plans, step up training (what can CNA's be trained to do to relieve LPNs of tasks?)*

CWI Health Care Sector 2011 Action Planning

Anne Rodgers-Rhyme, DWD

Priorities for this committee in 2011 developed with Subcommittee's input: *see attached, approved, 2011 Action Plan.*

Additional subcommittee members' suggestions/comments:

- Identify opportunities to develop accelerated training programs—the amount of time to complete traditional-length programs discourages some from participating
- Need to have diverse people at the table to develop accelerated programs (build capacity for HC industry partnerships)
- Challenge—local training can usually be implemented in a short amount of time, but statewide curriculum can take up to 6 months to get going.
- One of our needs as a state is to designate health profession shortages
- State can become eligible for resources from federal gov't (e.g. to train and recruit providers or train in rural areas)
- Challenge—make sure we have accurate data
- Suggestion—develop repository for all workforce data collection and analysis. Develop and implement data collection tools for license renewal periods for all HC professions (model after nursing survey)—start with physicians (MDs re-licensure is October 2011);

also Lay Midwifery (less than 200 people licensed—SW Tech College would be helpful because they are the only school that offers certification)

Grant Advisory Recommendations

Judy Warmuth, Co-Chair, reminded the group that as members of the CWI Healthcare Subcommittee, they would be responsible to advise and review the newly awarded HRSA 10-284 State Health Care Workforce Development Planning Grant. The purpose of this \$150,000 planning grant is to expand the health care workforce development with the help of data collection and analysis, identify skill gaps and enhance training programs. Judy facilitated the discussion and brainstorming of ideas on how best to accomplish the required planning tasks.

Please see attachment for details on the goals, tasks, and subcommittee input.

Announcements, Next Steps, and Closing Remarks

- Secretary Roberta Gassman: Thanked the subcommittee members for all of the work done and is looking forward to hearing about the continuation of this group's efforts.
- Next Steps: Continue to get input on grant, in-person or virtual (depending on new administration)
- Future meeting date: Judy will send out meeting invite for March 16, 2011; 1:00-3:00 pm
- Announcements: State health plan is completed. Clinical Laboratory Workforce Survey is online—Nancy M. will send to Anne and Rita to distribute to Subcommittee members.

Meeting Adjourned 2:58 p.m.

Agenda Item V.

**Questions for CWI Health Care Sector Subcommittee Meetings
January 19, 2012**

How many jobs have you filled in the sector (manufacturing, health, energy, youth, other) this year?

How many jobs are currently posted for the sector or that you are aware of in your region that may not be posted?

Where are your biggest opportunities and how are you addressing them?

What are the specific obstacles in filling the available positions?

What is your biggest challenge in connecting the available jobs to applicants?

What resources are you utilizing to fill the positions both private and public?

What needs to change with the public financing, i.e., specific waivers, etc.?

What can the Council on Workforce Investment and/or the various Departments (Department of Workforce Development, Commerce, Veterans Affairs, Corrections, Health & Human Services, etc.) do to help?

What can the Department of Public Instruction or the Tech Colleges do to help?

What can legislators do to help?

What can the Governor do to help?

**COUNCIL ON WORKFORCE INVESTMENT
HEALTHCARE SECTOR SUBCOMMITTEE**

This subcommittee advises the CWI and DWD on labor and training needs in the Health Care industry, on nursing surveys and on several health care related grants.

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